

## FACT SHEET

# PEOPLESCOUT RECRUITER ON-DEMAND™

## FLEXIBLE RECRUITING SERVICES WITH RECRUITER ON-DEMAND™

Sometimes even the best talent acquisition teams need reinforcement. PeopleScout's Recruiter On-Demand™ solution provides flexible, on-demand contract recruiting services to support your talent acquisition team during demanding periods of peak hiring volume, for special projects or hard to fill positions—all without increasing your permanent recruiter headcount.

If your organization is struggling to meet a sudden need for talent or internal recruiting resources are stretched thin, this project-based recruitment solution can drastically improve your talent acquisition outcomes. Recruiter On-Demand™ features flexible recruitment teams and global delivery centers to quickly extend the reach of an in-house human resources department and can easily disengage once you fulfill your business objectives.

Flexible and highly scalable, Recruiter On-Demand™ rivals the capabilities and costs of traditional staffing agencies. Recruiter On-Demand is an hourly model, rather than a pay-per-hire model. It's a great option for organizations that don't need or want a full RPO engagement but could still benefit from the expertise of an RPO provider with a small number of extra recruiters (or even just one).

## RECRUITER ON-DEMAND™ USE CASES

### TOP-OF-FUNNEL SOURCING

Your ROD team fills the top of your recruitment funnel with candidates. Your internal team reviews applications, interviews candidates and makes all of the hiring decisions.

### SOURCE/SCREEN/SUBMIT

Your ROD team sources and pre-screens candidates, and then submits those who are qualified and interested to hiring managers.

### FULL-CYCLE ON-DEMAND RECRUITMENT

A full-cycle partnership with all the benefits of Recruiter On-Demand—including the billing structure, shorter defined timeline and more.

# VALUE

## ✓ Operations Manager Oversight

- » Single point of contact aligned to key stakeholders
- » Real-time transparent partnership closely monitoring recruiter performance
- » Empowered to solve resource or strategy challenges quickly

## ✓ Tech Empowered Resources

- » Top talent recruiters with years of relevant experience
- » Aligned by skill and marketing challenge vs. cost and availability
- » Equipped with Affinix™ Talent Finder for AI-powered matching that sifts through millions of passive candidates—cutting sourcing time in half

## ✓ Real-Time Workforce Analytics

- » Analytics on candidate marketplace and recruiting landscape
- » Clear insights into hiring trends and expectation setting with hiring managers
- » Detailed weekly tracking of recruiting and overall pipelining activity

## BENEFITS OF RECRUITER ON-DEMAND™ PROGRAMS:

### YOU WILL:

- » Get access to a readily available pool of experienced recruiters
- » Address urgent hiring needs without a long-term commitment
- » Gain workforce insights and performance management

### PEOPLESCOUT WILL:

- » Take the time to understand your goals and vision
- » Train recruiters according to your hiring guidelines
- » Meet and exceed rapid recruiter deployment schedule
- » Rapidly disengage our on-demand team when the engagement ends, and they can be rehired should the need arise



## RECRUITER ON-DEMAND™ SUCCESS STORY: CADENCE EDUCATION

### SOLUTION:

Recruiter On-Demand with between six and nine recruiters supporting, depending on volume

### ROLES:

4,500+ hires annually; hard-to-fill roles including teachers and teaching assistants

### LOCATIONS:

296 locations across 29 states

As Cadence Education returned to the classroom following the pandemic, they struggled to recruit teachers and teaching assistants to grow their schools (for children aged 6 months to 12 years) as teachers leave the profession in droves. Our recruiters support their in-house team by sourcing, screening and submitting teaching candidates. Now in its second year, the partnership has grown to include their use of Affinix™ and has yielded thousands of qualified teachers for Cadence Education.